



2020 - 2021 Chayce Insurance Basics

Chayce offers it's full-time employees the following at no cost to the individual:

- Medical insurance
- \$50,000 life insurance
- Short Term Disability

All plans (as of the current plan year) are administered through Cigna. We also offer optional dental and vision insurance, for which Chayce pays 50% of the premium for the employee only. The following information is meant to provide enough basic information for employees to make informed decisions about which plan they wish to participate in. **Once a plan is chosen and the individual enrolled changes cannot be made until the next Open Enrollment, which for us is in July.**

Medical Insurance Plans

****all costs shown are for in-network only!***

Cigna Open Access Plus (base plan)

This is the plan most people choose. If you visit the doctor fairly often for a persistent/chronic condition then this plan would suit you best.

- Preventative Care (yearly physical)—no cost at all for employee; 100% covered
- Office visit co-pay: \$30
- Urgent Care: \$100
- Emergency Room (ER): \$350
- Individual deductible (what you'll have to pay before insurance kicks in to pay for medical services): \$4,000
- Maximum out-of-pocket (annual): \$8,150

Cigna Open Access Plus (Buy-up plan)

- Preventative Care (yearly physical)—no cost at all for employee; 100% covered
- Office visit co-pay: \$25
- Urgent Care: \$100
- Emergency Room (ER): \$350

- Individual deductible (what you'll have to pay before insurance kicks in to pay for medical services): \$1,000
- Maximum out-of-pocket (annual): \$4,000

The Buy-Up plan carries with it an **addition monthly cost to the employee of \$89.74 per month (payroll deduction)** due to the difference in premium cost between the regular base plan and the buy-up plan.

Cigna HSA plan

- Preventative Care (yearly physical)—no cost at all for employee; 100% covered
- Office visit co-pay: none
- Urgent Care & ER: Current Year Deductible (CYD/70)—this means you have to have meet your current year deductible (see below) before the insurance kicks in at 70%; when the insurance kicks in it's shared 70% Cigna, 30% individual, until the out-of-pocket amount is reached. If you have not met the deductible yet then the bill is all your responsibility until the annual deductible is met.
- Individual deductible (what you'll have to pay before insurance kicks in to pay for medical services): \$6,500
- Maximum out-of-pocket (annual): \$13,000

So why choose this plan?

The HSA plan is great for those people who rarely go to the doctor—perhaps they have the fortune of good health. For those who choose the HSA plan Chayce will contribute \$25 per paycheck (the first two pay periods of each month) to the employee's HSA account. This money just continues adding up until such a time as the individual wants to use it. The funds accumulated into an HSA account are good toward any medical needs.

Additionally, the employee may also opt to contribute into their HSA account via payroll deduction, which is pre-tax . . . and the total **personal contributions** for the year are also tax deductible.

Should an employee with the HSA leave the company they do not have to pay the company back for accumulated funds in their account—those funds remain in their account for their medical use even after they leave the company.

On the Cigna Enrollment Form, in Section D, simply mark the plan you wish to participate in:

D	MEDICAL OPTIONS:	
	<input type="checkbox"/>	HSA (with Banking)/ Cigna HSA
	<input type="checkbox"/>	Open Access Plus/ Cigna OAP Base
	<input type="checkbox"/>	Open Access Plus/ Cigna OAP Buy Up

If you do not wish to have coverage then check the box marked 'Decline Coverage'

<input type="checkbox"/>	Decline Coverage
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Dental/Vision Insurance

These two offerings are also through Cigna and are affordable.

Dental covers preventative cleanings 100%, 2 per year; basic restorative is covered at 80% after \$50 deductible is met; major restorative is covered at 50% after \$50 deductible is met. There is a calendar year maximum of \$1,000.

You have three options for dental: DHMO, DPPO (base/low), and DPPO High.

- DHMO requires you too select one dentist from the list of providers, and there are typically co-pays associated for many of the services (preventative are still covered 100%)
- Major difference between the PPO low and high is the maximum allowed per calendar year—\$1,000 for PPO base/low and \$1,500 for PPO High; coverages are equal.

Costs

	DHMO	DPPO base/low	DPPO High
Employee (per paycheck)	\$3.91	\$6.53	\$9.31
Spouse (per month)	\$21.88	\$41.78	\$62.94
Child (per month)	\$26.58	\$55.39	\$79.88
Family (per month)	\$36.73	\$74.05	\$105.79

If you choose to participate then select the appropriate box on the enrollment form, or check 'Decline Coverage'

E	DENTAL OPTIONS:	
	<input type="checkbox"/>	Cigna Dental Traditional/ Cigna Dental HMO
	<input type="checkbox"/>	Cigna Dental PPO/ Cigna DPPO Base
	<input type="checkbox"/>	Cigna Dental PPO/ Cigna DPPO Buy Up

Vision covers one eye exam every 12 months, with lenses and frames for glasses (not the most attractive options, plastic frames, etc), and a discount for frames and lenses selected outside the allowed types.

Costs

Employee (per paycheck)	\$2.07
Spouse (per month)	\$11.27
Child (per month)	\$11.42
Family (per month)	\$20.02

VISION OPTIONS:	
<input type="checkbox"/>	Cigna Vision/Cigna Vision
<input type="checkbox"/>	Decline Coverage

If you'd like to have the vision insurance just check the box, or, if you do not wish to participate check the 'Decline Coverage' box.

Be sure you sign the form on the second page.

Life Insurance

Again, no cost to the employee. Be sure to fill out the beneficiary form so, should anything happen, we can make sure the benefit is paid out according to your wishes.

Short Term Disability

Also no cost to the employee. Coverage doesn't begin until 14 days after a valid 'event'. Payout is 60% of regular pay for a maximum of 11 weeks. Should this benefit be necessary information will be sent and the employee needs to contact Cigna and walk through the claim process with the insurance adjuster.

All these forms are available on our company website on the [Supervisor Documents page](#), middle of the page.

Final Notes

Most employees opt for having themselves covered at no monthly cost to them, which is great, we want our employees to be healthy and productive!

However, it is important to know your options and responsibilities under Federal law. Some people, understandably, want to have insurance for their children but find the monthly premium far too expensive. **Federal law does not allow for someone to be covered by a policy at work then to purchase separate coverage through state exchanges for other members of their family.**

This is important for the following reason: if you wish to have you and other family members covered, if you are going to have it done through Cigna everyone must be enrolled at the time the employee is first enrolled. **Additions cannot be made *after the initial enrollment*** except in the case of 'life status' changes: a marriage, a newborn child, death of an insured person, etc. **Additions may only be made during the next Open Enrollment period**, which for Chayce is in July 1 - July 31